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MAGAZINE

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100 years of diplomatic relations**

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American interests in Eastern Germany**

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Technical survey operators UX0 on a rice paddy in Quang Tri Province, Vietnam, Sept. 12, 2017.

Photo courtesy of Hien Ngo

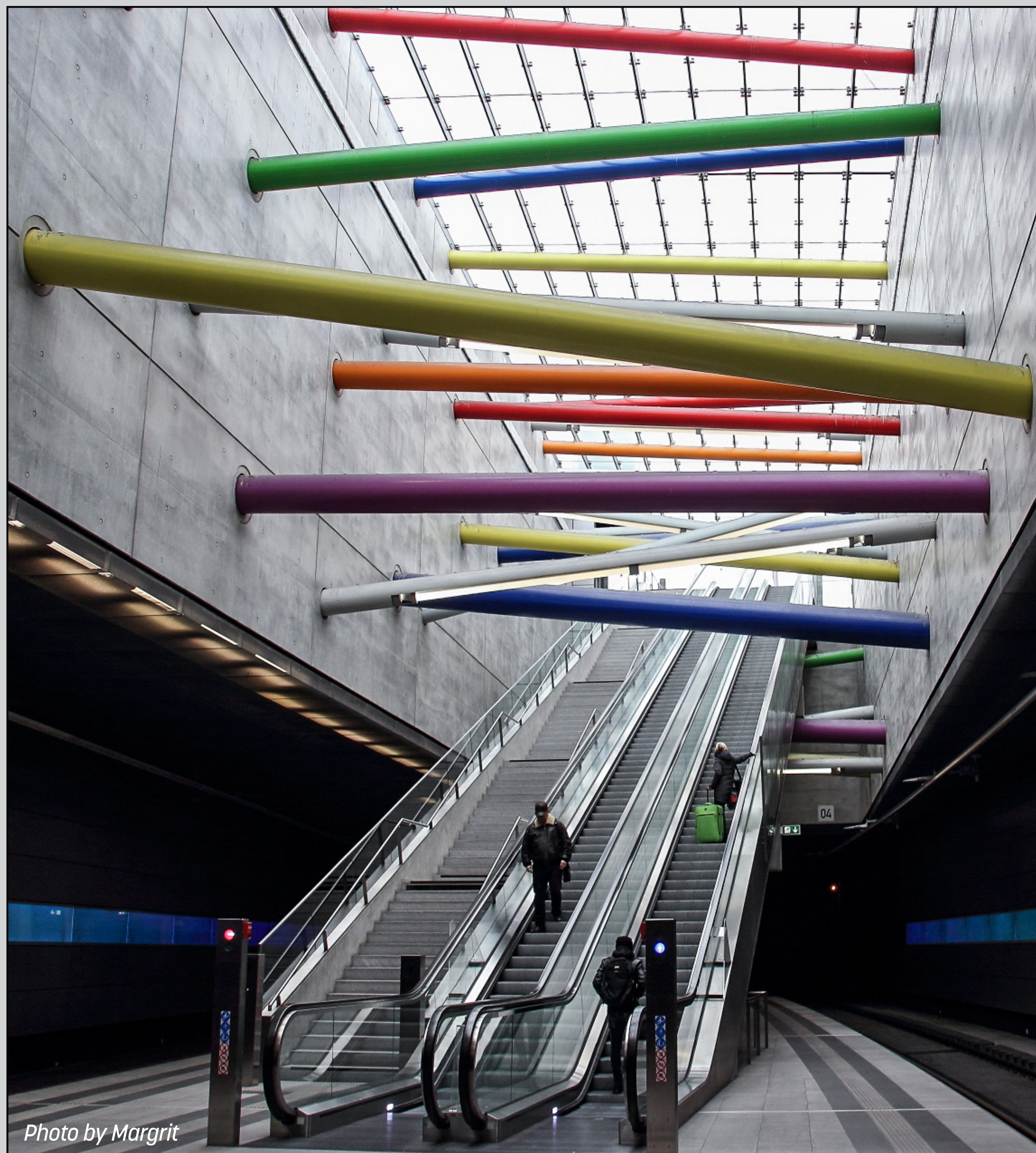
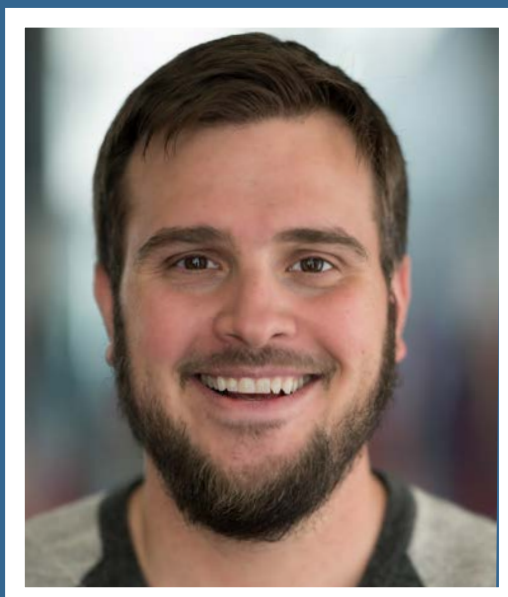
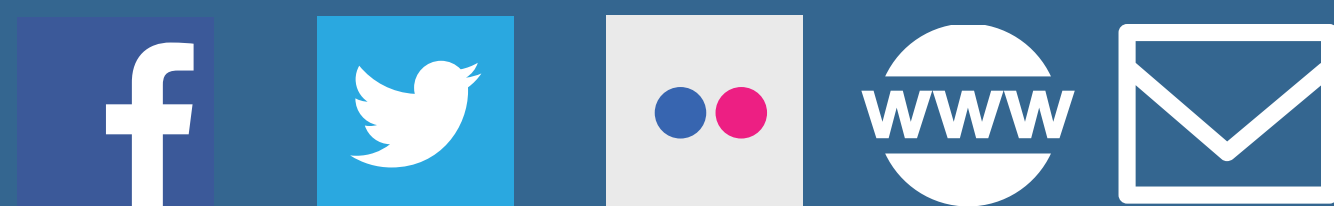


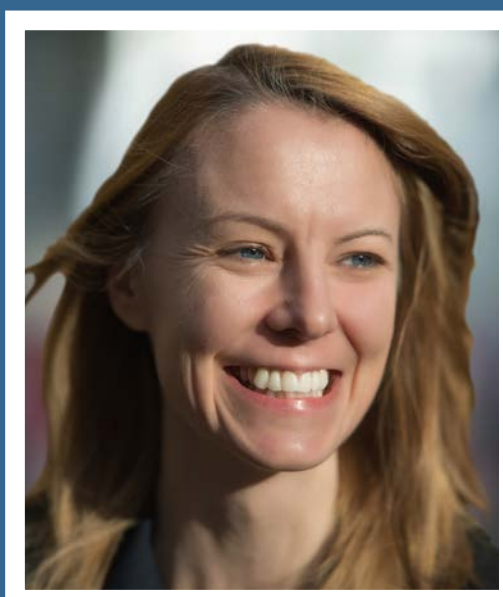
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Deputy Secretary Sullivan gives a speech, as Iraqi Deputy Foreign Minister Nizar Khairallah looks on, during his Jan. 27-29 visit to Iraq.
Photo by U.S. Embassy Baghdad

By Christopher Canellakis and Marc Gartner

Christopher Canellakis and Marc Gartner are economic and commercial officers in the Bureau of Economic and Business Affairs.

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Deputy Secretary Supports Iraqi Reconstruction Using Direct Line

Leading up to his January trip to Iraq, and in support of February's Iraq Reconstruction Conference, Deputy Secretary John J. Sullivan hosted a Direct Line teleconference call Jan. 4 entitled "Investment Opportunities in Iraq." Organized by the bureaus of Economic and Business Affairs (EB) and Near Eastern Affairs, the call promoted opportunities in Iraq for U.S. businesses and included presentations by U.S. Ambassador to Iraq Douglas Silliman, OPIC President Ray Washburne and U.S. Chamber of Commerce Director of Middle East Affairs Steve Lutes.

Deputy Secretary Sullivan began with an overview of Iraq's improving economy, stating that Iraq is now "open for business" and that the United States is committed to remaining a reliable partner with Iraq. Silliman explained Iraq's need for approximately \$77 billion to rebuild infrastructure and key sectors of the country's economy in the wake of the war with ISIS. Lutes then highlighted the U.S. Chamber's role in organizing the participation of American companies, and Washburne outlined OPIC's current \$300 million Iraq project. In a lively and informative Q&A session, company representatives asked questions ranging from project financing to the logistics and needs of Iraq's sectors. Call participants were also invited to participate in an upcoming Iraq Reconstruction Conference.

The Direct Line program offers U.S. businesses a forum to directly engage senior U.S. officials and U.S. ambassadors via webchat or teleconference. The Iraq teleconference call demonstrates how EB creates opportunities for American businesses of all sizes. In fiscal year 2017, EB assisted with 27 Direct Line calls reaching hundreds of U.S. businesses, of which 77 percent were small- and medium-sized enterprises. The results from participants have been positive. In surveys, 94 percent of participants found the calls useful, and 80 percent said the information on the Direct Line influenced their inclination to pursue commercial activity in the host country. For more information, or if your post is interested in participating in [Direct Line](#). ▣



A black man drinks from a segregated water cooler in a streetcar terminal in Oklahoma City, July 1939.

Photo by Russell Lee

By Amy Garrett

Amy Garrett is a historian in the Bureau of Public Affairs.

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The Impact of American Civil Rights on National Security

The Bureau of Public Affairs' Diversity and Inclusion Initiative invited Emory University professor Mary Dudziak to speak to the Department of State March 6 on the history of race and diplomacy. Professor Dudziak's book, "Cold War Civil Rights: Race and the Image of American Democracy," explores how race relations at home impacted U.S. foreign policy during the Civil Rights Era.

In 1947, President Truman spoke about the contrast between the free society of the U.S. and a totalitarian Soviet Union. This view of American society conflicted with the reality that minorities in the U.S. experienced routine harassment and even violence. Vivid coverage of events of the civil rights struggle in the United States provided ample opportunity for Soviet propagandists to question stated U.S. ideals. Institutionalized racism also complicated our relations with new nations in Africa and Asia, where leaders and citizens questioned why the U.S. systematically discriminated against people like themselves. Some even experienced segregation firsthand during visits to the United States. Race relations in America also affected diplomatic negotiations with Western European nations whose representatives warned that segregation enabled the Soviets to mount propaganda against the West.

Clearly, the heroes of the civil rights movement deserve the most credit for securing more equality; however, the impact that poor race relations had on U.S. diplomacy also played a role. Legal arguments in civil rights cases, including *Brown vs. Board of Education* (1954), that led to school desegregation, noted that segregation harmed U.S. foreign relations. As the civil rights movement gained ground and the intervention of the National Guard in Little Rock to force desegregation of schools became international news, U.S. embassies demanded talking points from Washington.

Ultimately, the only effective U.S. counterargument to Soviet propaganda was the implementation of meaningful steps toward civil rights, such as the passage of the 1964 Civil Rights Act and the 1965 Voting Rights Act. ■



Don North, former ABC News journalist, addresses the audience during a panel discussion on the Tet Offensive at the United States Diplomacy Center. Listening to the presentation are, from left, military historian at the U.S. Army Center for Military History Dr. Erik Villard and Retired Foreign Service officer James Nach.

State Department photo

By Dr. Alison Mann

Dr. Alison Mann is a public historian at the United States Diplomacy Center.

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Diplomats and the Tet Offensive

Throughout history, American diplomats have served in hazardous conditions, putting their lives in danger to protect and serve U.S. national interests. Fifty years ago, at the height of the Vietnam War, the U.S. Embassy in Saigon was attacked.

To mark the anniversary, the [United States Diplomacy Center](#) hosted a discussion focused on the 1968 Tet Offensive and embassy attack. The historical and personal perspectives shared by the panelists provided a look back to a pivotal moment in American diplomatic and military history.

To kick off the event, Assistant Secretary for Public Affairs Michelle Giuda spoke of her family ties to Vietnam and introduced the panelists. Panelists included Dr. Erik Villard, military historian at the U.S. Army Center for Military History; retired Ambassador E. Allan Wendt, who was the duty officer at the time of the attack; retired Foreign Service officer James Nach, who served in Saigon from 1970–1974; Don North, a former ABC News journalist, who witnessed and reported on the attack; and Eric Duyck, the Diplomacy Center’s collections manager.

Dr. Villard explained that the embassy building had been designed to withstand an attack. Ambassador Wendt spoke about his experiences as the duty officer during the attack, including relaying information back to Washington and carrying a wounded Marine to safety. North spoke about lying outside the embassy, witnessing the siege until the end, and about his attempts to interview embassy staff. Nach and Duyck showed the audience two items that Nach donated to the Diplomacy Center: a Vietnamese “family tree” that Nach drew to show the family relationships among Vietnam’s political leaders, and a piece of the sidewalk from outside the embassy that he had salvaged.

The Diplomacy Center was honored to host these stories of American diplomacy under fire. ■



Team "Fishackchips" works to design the winning project "Smart Buoy" during Fishackathon 2018 in Cádiz, Spain.

Photo by Emilio Garcia-Miguel

By Frank Talluto

Frank Talluto is an economic officer at U.S. Embassy Madrid.

Fishackathon Event in Madrid a Splashing Success

Working with the Ministry of Agriculture's Centers of Excellence in Oceans Research (CEIMAR) and the Spanish Oceanographic Institute, the U.S. Embassy in Madrid identified the University of Cádiz as host for the first-ever Fishackathon event in Spain. Fishackathon is an annual marathon weekend of computer hacking during which teams in more than 50 cities around the world compete to solve real-world fishing problems.

The Ministry and Embassy Madrid's Public Diplomacy section worked to organize marketing through traditional and social media, including a press conference and a live radio interview with Deputy Information Officer John Rhatigan.

This effort paid off as Fishackathon Cádiz attracted 9 teams composed of 45 participants from across Spain. Teams received 11 different challenge sets covering diverse areas including small-scale fisher registration and detection, and risk assessment of IUU (illegal, unreported and unregulated) fishing. The teams were given 26 hours to develop ideas, build models and put together presentations.

First prize went to University of Cádiz students whose project centered around the design and development of an automatic measuring device to collect information on various elements affecting the environmental quality of fresh water. Second prize went to University of Almería students whose project included developing a certification process to assure consumers of the quality and origin of fish they purchase.

Fishackathon was a clear public diplomacy success for Embassy Madrid and helped the economic section strengthen its relationship with key Environment, Science, Technology and Health Office contacts. The University of Cádiz was able to attract diverse participants and sponsors, and generate an outsized impact on social media. ■

Diversity Notes

GREG SMITH
OFFICE OF CIVIL RIGHTS



See Something, Say Something

As we conclude our three-part series on harassment in the workplace, it seems a good time to focus on how we can all take part in helping to prevent inappropriate conduct from negatively affecting our colleagues and our work environment. In our March Diversity Notes column, we discussed the Department's proactive prevention efforts around sexual and discriminatory harassment, which includes conducting global training for employees across all levels. The topics covered in the Office of Civil Rights' (S/OCR) training include ways in which employees and managers can take action to help prevent, or in some cases mitigate, the impact of sexual harassment and other inappropriate conduct.

So what do you do if you have never experienced harassment yourself, but have witnessed others subjected to inappropriate conduct in the workplace? As the old saying goes, "if you see something, say something." It is as simple as it sounds. One of the most important ways to contribute to a work environment that does not tolerate sexual harassment or discrimination is to do something if you see or hear any type of inappropriate behavior. Contrary to popular belief, you do not need to be a victim of harassment or in a leadership role to take action, report harassment and help to create a culture of respect and inclusion. Bystanders can be key to intervening in incidents of harassment. Below are several ways in which you can take action should you find yourself as a bystander in these situations.

Disrupt the situation—Find a way to strategically step in and disrupt the situation so as to help your colleague who has been subject to the inappropriate conduct. For example, if you overhear a colleague making inappropriate comments to another colleague who is visibly uncomfortable, step in and ask a work-related question to change the subject and disrupt the situation. Alternatively, you could call the alleged victim into your office to help pull him or her away.

Find out whether the behavior was consensual/welcomed—If not, offer to go with the alleged victim to report it to leadership or to S/OCR. Remember that in order for conduct to be considered harassment, the behavior must be unwelcome.

Remind the alleged victim that it is not his/her fault—Often, victims are led to believe that they have done something to be subjected to harassment. We should remember to avoid making judgements and never blame or shame colleagues into believing it is their fault that they've experienced harassment.

Directly tell the alleged harasser that the behavior is inappropriate—If you feel comfortable doing so, speak up and tell the alleged harasser that the inappropriate conduct is offensive, unwelcomed and not funny. Sometimes it is helpful for bystanders to step in and speak up on behalf of the victim who may not feel comfortable doing so themselves. This is especially the case when the alleged harasser is the supervisor or in the victim's direct chain of command.

As a bystander, one must assess the situation and determine which method of intervention is most appropriate in light of the circumstances. Most importantly, it is critical to couple the above interventions with reporting harassment to S/OCR. Although the concept of "see something, say something" may sound basic, one would be surprised by the number of allegations that go unreported to S/OCR. Supervisors and managers are expected to create a culture of respect and professionalism by reporting any harassment that they see, hear or are informed about to S/OCR. Regardless of your position or rank, we all have an obligation in actively playing a role to maintain zero tolerance for sexual or discriminatory harassment at the Department.

To report sexual or discriminatory harassment and/or file an Equal Employment Opportunity (EEO) complaint, contact S/OCR. ■

Career Development and Assignments

Assigning employees with the right skills to the right positions

By Tom Rogan

The Office of Career Development and Assignments (CDA), in the Bureau of Human Resources, is charged with assigning employees with the right skills to the right positions at the right time in a transparent and equitable manner. With some 13,000 Foreign Service (FS) generalists and specialists to counsel, help develop and assign—and with 3,500 positions rotating each year—meeting that mandate is a significant challenge.

“In CDA, we make decisions every single day that impact people’s lives, as we respond to service needs and employee needs,” said Director Susan Crystal, herself a former career development officer. “People who come to work in CDA have a strategic perspective on the Foreign Service. They know that achieving the Department’s goals requires thoughtful, effective staffing of the many critical positions in Washington and overseas. We really focus on that, day in and day out, as we work to assist our Foreign Service colleagues in their professional development. It is very gratifying work.”

The weekly Assignments Panels bring together all elements of CDA, representing employees and bureaus while upholding the principles of fairness and transparency to approve each new Foreign Service assignment and other actions that change an existing assignment (e.g., curtailments, extensions). Assignment Panels decide more than 12,000 proposals per year.

One of the largest components of CDA is the Assignments Division. Assignments officers (AOs) ensure that there is adherence to rules laid out in publicly available Standard Operating Procedures and cables that outline an “equitable, transparent and efficient” assignment process. Given the amount of work and the importance of the

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CDA leaders illustrate some of the many services the office provides to Foreign Service members and the bureaus. From left to right: Deputy Director John Carwile, Senior-Level Director Denise Urs, Entry-Level Director Carol-Anne Chang, Assignments Director George Indyke, Entry-Level Deputy Alison Roberts, Continuity Counseling Special Advisor Benny Garcia, Director Susan Crystal, Professional Development Specialist Anthony Antrum-Frank, Professional Development Chief Sharon Hardy, Mid-Level Director Debra Hevia.

Photo by Tom Rogan



The 192nd A-100 Foreign Service Officer Orientation Class celebrates their Flag Day last October after receiving their first postings, courtesy of CDA's Entry-Level Division.
Photo by FSI/Michael Morrison

results to the bureaus and employees, “being informative and accurate, in every single thing we do, is essential,” said Division Director George Indyke.

Working with the regional and functional bureaus, the AOs list vacancies in the FS Bid system, with particular attention to the position’s availability date. Once an assignment “handshake” is registered, the AOs take the assignment to panel, and represent the respective bureau in panel discussions and voting. Afterward, they work with employees on transition timing, including any training.

The technology that supports and enables the assignments process—the FS Bid system—is managed by CDA’s own team of

technical experts. At the time of this writing, we are in the final stages of building a robust, modern successor to FSBid, called TalentMAP, a Department-wide talent management platform that will expand the Foreign Service bidding and assignments process to better Manage assignments, Align people to positions and Project the workforce needs of the future.

CDA led the initiative to redesign the Career Development Plans of office management specialists (OMS) and generalists to better meet the needs of employees and the Department. The new Professional Development Programs for OMSs and FSOs introduced in 2017 will enhance leadership skills and adaptive capacity, boost professional development, develop the experience and skills of employees over the length of their careers and ensure more equitable burden-sharing at our more difficult posts. CDA is also working to update the CDPs for all the specialist skill codes.

To best support employees at every stage of their careers, CDA manages several professional development and mentoring programs. The Professional Development Unit (PDU) provides detail assignments and long-term training via a highly competitive selection process. Each year, PDU assigns about 130 mid-level Department employees, both Foreign Service and Civil Service, to long-term training opportunities, including the prestigious master’s degree programs at the War Colleges. Details outside the Department are open to mid-level and senior officers. There are about 100 such one- or two-year details, including faculty advisor positions at various academic institutions.

The Continuity Counseling (CC) Unit provides long-term counseling to Foreign Service employees. Collaborating with other HR colleagues, CC instituted the iMentor Program for Foreign Service employees domestically and overseas, a program designed to foster a culture of leadership by supporting ongoing professional development and competency building. With the launch of the First Domestic Tour

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Mentoring Program, they are pairing generalists and specialists with experienced mentors in their respective career tracks.

Career Development Officers (CDO) represent employees during the assignments process and provide career counseling throughout the year. Each CDO serves 250 to 400 clients. For employees aspiring to the Senior Foreign Service, the CDO will review their progress toward meeting the requirements for consideration for promotion across the senior threshold.

Reflecting the evolving nature of assignments and responsibilities over the course of a Foreign Service career, CDOs are divided into three divisions: Entry-Level, Mid-Level and Senior-Level. CDA's Entry-Level Division directs untenured Foreign Service professionals to their first- and second-tour assignments and provides advice to our newest colleagues as they learn to navigate the Department and Foreign Service lifestyle. In partnership with regional and functional bureaus, the Entry-Level Division manages more than 3,000 positions worldwide, assigning clients to positions that best meet Service needs and career development priorities.

"We take seriously our responsibility to give first- and second-tour employees opportunities to succeed in a variety of assignments," said Director Carol-Anne Chang. "Even more rewarding than the excitement of Flag Day where we announce first assignments is the opportunity to see the amazing work that entry-level Foreign Service professionals are doing worldwide—and to hear that while their assignment may not have been what they were expecting on Flag Day, they made the most of that opportunity and thrived both personally and professionally."

Tenured employees through grade FS-02 are assisted by the Mid-Level Division, while FS-01s are included in the Senior-Level Division's clients to help them prepare and compete for promotion across the senior threshold. Mid-Level CDOs serve as subject-matter experts on many of the regulations and policies that govern all FS assignments, such as Fair Share requirements, stretch assignments, tandem issues, and limits on continuous domestic service, to name just a few. Senior-Level CDOs devote attention to helping FS-01s meet the requirements for opening their window, while assisting those already in the senior ranks with bidding and career development issues, which can be quite different from those encountered at mid-level grades.

The Bureau of Diplomatic Security (DS) has a unique arrangement with CDA, where special agents are assigned to DS and in CDA as AOs and CDOs. Their specialized experience enables them to effectively plan assignments for fellow agents, which can include lengthy, job-specific training.

CDA recently relocated to SA-9 at 2025 E Street, NW. Foreign Service employees are encouraged to stop by for a visit and to contact their Assignments Officer or CDO with questions about any assignment or career-development issues.



Entry-Level Division members Eric Jacobs, John Robbins, Beth Herbolich, Suzanne McGuire, Annie Wiktowy, Joanie Brooks-Lindsay and Jessica Adams pose for a photo in CDA's new space in SA-9.

Photo by Tom Rogan

■ *Tom Rogan is a career development officer in the Bureau of Human Resources.*



Unexploded ordnance disposal strengthens ties between nations

By Ambassador Tina Kaidanow

Approaching the historic citadel in Hue, Vietnam, I could hear the thud of explosions as workers detonated recently unearthed unexploded ordnance (UXO) that the United States dropped during the Vietnam War. Hue was the site of some of the fiercest fighting during the war, and it was a powerful experience for me to walk along the walls of the citadel, where Marines fought house-to-house against the Viet Cong. In support of U.S. ground troops, the Air Force dropped thousands of bombs across the region, many of which did not detonate and remain deadly hazards to this day.

In the decades following the war, U.S.-Vietnam relations were strained. However, our diplomatic relationship with Vietnam has grown rapidly over the past two decades. Today, we enjoy a comprehensive partnership that spans political, security, economic and people-to-people ties. We also share a common vision for the future of the Indo-Pacific. As the 50th anniversary of the Tet Offensive—widely recognized as a major turning point in the Vietnam War—takes place this year,

Technical survey operators of Norwegian People's Aid–Project RENEW search for cluster munitions and other explosive remnants of war on a rice paddy. Hai Phu Commune, Hai Lang District, Quang Tri Province, Sept. 12, 2017.

Photo courtesy of Hien Ngo

it is important to remember how far we have come. One indicator of ever-increasing cooperation is the effort to clear unexploded U.S. bombs and other munitions left from the war that continue to threaten communities across Vietnam and the wider region. | *Cont.* | ▼



Local residents cultivate and plant on land that MAG has cleared of unexploded ordnance.

Photo courtesy of MAG



A MAG technician finds and marks a submunition on a site in Cam Lo district, Quang Tri. *Photo courtesy of MAG*

My recent trip to Vietnam for the U.S.-Vietnam Political, Security and Defense Dialogue included visits to Hanoi, Hue City and Quang Tri province, along what had once been the Demilitarized Zone between North and South Vietnam. There, I visited survey and clearance projects funded through the Office of Weapons Removal and Abatement in the Department of State's Bureau of Political-Military Affairs.

Since the re-establishment of U.S.-Vietnam diplomatic relations in 1995, the American government has invested more than \$105 million in the country for conventional weapons destruction projects. These include survey and clearance operations, risk-education programs to warn area residents of potential dangers, survivors' assistance to help the injured with prosthetics and rehabilitation, and support to Vietnamese authorities with information management and capacity building to help them manage this challenge over the long term. Along with the humanitarian mission of accounting for personnel still missing from the war, conventional weapons destruction projects were among key early initiatives that helped set the stage for today's enhanced relationship.

I met with teams from Mines Advisory Group and Norwegian People's Aid, two of the NGO partners who implement U.S.-funded programs on

the ground. Working closely with local authorities, teams conduct technical surveys to map out the most likely locations for the old ordnance, taking into account a wide range of factors, including patterns of bomb dispersal and changes in geography over the years. These technical survey techniques help to identify specific areas where resources and effort are best spent.

Once technical surveys are completed, operations are handed off to clearance teams, who carefully probe, unearth and set explosive charges to safely detonate UXO. Our NGO partners train and employ local residents to do much of this work, so in addition to the humanitarian benefits of making their own communities safer, the projects also provide significant benefit to the local economy.

As we see in Europe, where unexploded bombs dating as far back as World War I are regularly unearthed, it will never be possible to clear every piece of unexploded ordnance in Vietnam. Rather, our objective is to help Vietnam become "impact free," once all explosives have been safely cleared from areas that pose an immediate threat to people and their access to their homes, water, agricultural land or key infrastructure. As in several post-conflict countries that have reached impact-free status with support from U.S. conventional weapons destruction projects, we are focusing our clearance efforts through technical surveys and by training and hiring local residents, thus improving Vietnam's own capacity to manage threats from unexploded ordnance.

Local government officials express hope that Quang Tri could become impact free as soon as 2025 and evince optimism that our work there could be a model for others, including in Cambodia and Laos, where the U.S. also conducts active programs to address UXO. These programs make a big difference in a local community and generate real goodwill. One local Vietnamese official even told me that many families in the area have actually named daughters in honor of Emma Atkinson, the Weapons Removal and Abatement regional program manager, who visits project sites in Quang Tri frequently and works closely with the U.S. Embassy and local communities to implement our programs.

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MAG technicians load a 1000 lb., air-dropped bomb onto a truck for transport to a controlled demolition site.

Photo courtesy of MAG



Principal Deputy Assistant Secretary of State for Political-Military Affairs Tina Kaidanow poses for a photo with a technical survey team of Norwegian People's Aid–Project RENEW during her visit to Quang Tri Province, Jan. 31.
Photo courtesy of Hien Ngo

Continued partnership on war legacy issues has helped pave the way toward deeper U.S.-Vietnam security cooperation, as evidenced by America's work to help Vietnam strengthen its maritime security capabilities and support its efforts to take on an expanded role in international peacekeeping. In October 2016, the Communist Party of Vietnam's Executive Secretary lauded the joint U.S.-Vietnam undertaking to address war legacy and humanitarian issues and called for continued collaboration on these programs as a top priority. This was reaffirmed in the U.S.-Vietnam Joint Statement issued during President Donald Trump's November 2017 visit.

The United States is the world's single largest financial supporter of efforts to address humanitarian hazards from unexploded ordnance in post-conflict countries and reduce the availability of excess, loosely secured or otherwise at-risk weapons and munitions. Since 1993, the United States has invested more than \$2.9 billion, primarily through the Office of Weapons Removal and Abatement in the Department's Bureau of Political-Military Affairs, for the securing and safe disposal of explosive remnants of war—as well as excess small arms, light weapons and munitions—in more than 100 countries.

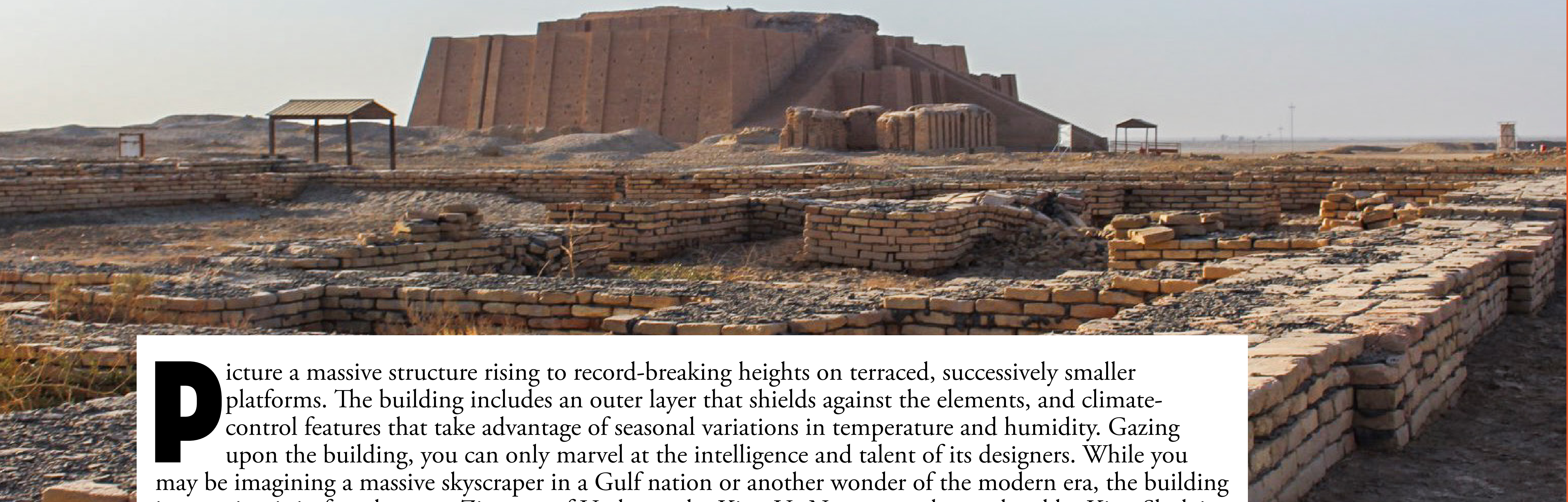
Our program in Vietnam is testament to the fact that America continues to contribute on a global scale to worthwhile humanitarian causes. Given the difficult history of the U.S.-Vietnam relationship, this is even more remarkable and shows the promise of the new, dynamic and positive mutual relationship we are building for the future.

■ *Ambassador Tina Kaidanow is the principal deputy assistant secretary in the Bureau of Political-Military Affairs.*

GLIMMERS OF HOPE

Historic sites offer tourism potential in a war-weary region

By Arthur J. Bell



Picture a massive structure rising to record-breaking heights on terraced, successively smaller platforms. The building includes an outer layer that shields against the elements, and climate-control features that take advantage of seasonal variations in temperature and humidity. Gazing upon the building, you can only marvel at the intelligence and talent of its designers. While you may be imagining a massive skyscraper in a Gulf nation or another wonder of the modern era, the building in question is in fact the great Ziggurat of Ur, begun by King Ur-Nammu and completed by King Shulgi, during the Third Dynasty of Ur in the 21st century BCE. The Ziggurat and surrounding landscape are one of several archaeological sites scattered across southern Iraq that hold great promise for the country's nascent efforts to develop and promote its tourism sector.

In the wake of decades of strife, Iraq is seeking to emerge into a new era of stability, prosperity, international cooperation and peace. With national parliamentary elections set for May 12, many Iraqis—in particular, the younger generation—are hopeful that some positive change is on the horizon. Southern Iraq, traditionally understood as the provinces of Basrah, Dhi Qar, Maysan and Muthanna, has long been the economic engine of the country. The South contains the country's only seaports, accounts for the majority of agricultural production, and claims upwards of 80 percent of Iraq's massive 153 billion barrel estimated oil reserves—with daily production in the South currently topping 3.5 million barrels per day. As the country seeks to diversify its economy and combat high unemployment, the South in particular is looking toward tourism as a realistic, attainable path to economic growth. | *Cont.* | ▼

The Ziggurat of Ur stands among ruins in Iraq.

Photo by Dina Abdelfattah

Alongside the archaeological sites of Ur, Tell Eridu and Uruk, which contain relict landscapes from Sumerian cities of the 4th and 3rd millennia BCE, southern Iraq is home to wetland marsh areas totaling thousands of square miles. The Iraqi Marshlands constitute one of the biggest inland delta systems in the world, representing a refuge for biodiversity in an extremely arid, hot environment. Historically, local artisans—mostly women—have crafted household items from raw materials available in the marshes and used them in their homes or sold them for profit. In addition to preserving the marsh ecosystem, Iraq is looking to sustain and document production of these traditional handicrafts. After a multiyear review, UNESCO designated the Iraqi Marshlands and the Relict Landscape of the Mesopotamian Cities in southern Iraq as a World Heritage Site in 2016.

During several recent trips to the southern marshlands and the Ziggurat of Ur, the ambassador, deputy chief of mission and Basrah consul general each had a firsthand view of the huge potential for tourism at these sites, and the challenges Iraq will face in terms of security, infrastructure and resource management as it works to develop the sector. The hurdles are numerous. Iraq's marshlands were almost entirely drained under Saddam Hussein's rule, and the population living in the marshlands was a frequent target of the regime. Years of conflict, including the recent effort to push ISIS terrorists out of the country, have been a constant drain on Iraq's resources, and prevented the government from undertaking a sustained effort to rebuild and preserve the marsh ecosystem. Today, the marshes have been reflooded to nearly 50 percent of their pre-1980 size. But a persistent drought, along with emerging water-sharing disputes between Iraq, Iran and Turkey, could continue to | *Cont.* | ▼



ConGen Basrah Consul General Timmy Davis, right, stands atop the Ziggurat of Ur with Dr. Abdelamir Hamdani, Professor of Antiquities.

Photo by Dina Abdelfattah



Ambassador Silliman, center, and his wife accompany a delegation at the Ziggurat of Ur. *Photo by Dina Abdelfattah*



Ambassador Silliman tours the ruins of King Shulgi's tomb with guide Dhaief Hassan, left.

Photo by Dina Abdelfattah

jeopardize the fragile wetlands. Fortunately, the government of Iraq is increasingly cognizant of the issue of water in southern Iraq, and many senior officials are well aware of the positive environmental and economic impact of a well-maintained marshland system.

The United States recently launched a project to document and preserve the ancient cultural heritage of the southern marshes. Through the Department's Ambassadors Fund for Cultural Preservation, the United States is providing a grant to Nature Iraq, an NGO that will preserve traditional handicrafts and help document and pass on artisans' skills to future generations before they disappear.

The Mesopotamian Relict Landscapes have also been receiving more attention over the last several years, with international cooperation and support for the archaeological marvels of southern Iraq growing. The Italian Ministry of Foreign Affairs has entered into a multiyear agreement with the government of Iraq to restore several sites, and the French government has very recently held meetings with officials in southern Iraq to discuss developing the tourism sector. Two American archaeologists from NYU's Institute for the Study of the Ancient World,

Dr. Stephanie Rost and Dr. Eva von Dassow, are currently working on several projects in Dhi Qar province.

Local governments in Iraq do not currently keep precise statistics on the number of tourists passing through their province each year, but there are anecdotal signs that there is a slow, steady increase in the number of Iraqi tourists visiting the marshlands and the archaeological sites in the South. Local officials in Dhi Qar recently reported that close to 20,000 visitors descended on the Chibayish Marshes, lamenting that they could have received even more if the support infrastructure existed. In 2017, a local government official from the antiquities commission told us that 20,000–30,000 tourists per year were currently visiting the archaeological sites, and that approximately 10 percent of them were from outside Iraq.

Economic diversification, job creation, environmental preservation and increasing knowledge of our shared human history: Each of these benefits will stem directly from developing the tourism sector in southern Iraq. The project may take a generation to fully complete, but the future benefits to the government and the people of Iraq are clear. In his recent trips to southern Iraq, Ambassador Douglas Silliman actively encouraged Iraqi officials and business leaders to think strategically about tourism, suggesting that universities should begin training students in small business management and transportation policy with an eye to creating a new generation of experts to enter the field of tourism.

The ambassador also explored with local government officials the importance of linking southern marshlands with archaeological sites through rational infrastructure development that could, over the long term, significantly increase tourist traffic in the South, and in particular attract international tourists who might remain in southern Iraq longer and bring greater economic benefit. Through Embassy Baghdad and Consulate General Basrah, the United States will continue to seek ways to partner with Iraq, and to encourage greater private investment, in developing this key sector of Iraq's economy.

■ *Arthur J. Bell is the political section chief at U.S. Consulate General Basrah.*

Leipzig

Consulate General Leipzig represents
American interests in Eastern Germany

By Anika Kreller

Opening photo: The distinctive tower of Leipzig's town hall stands out from the surrounding city as seen from the air. *Photo by Wasif Malik*

Book city, Trade Fair city, classical music capital of Germany: Leipzig is a town of many titles. They reflect the rich cultural heritage and diversity of this central German city. Not long ago, Leipzig earned the nickname “Hypezig,” indicating how popular and attractive the city has become, especially among younger generations. Today, Leipzig is known for its vibrant flair, the beautiful Art Nouveau buildings scattered around the city center, and its hip and lively quarters that attract artists and creative folk from all over Germany.

Though the newly renovated facades of many buildings lend the city a modern aesthetic, some of the remaining old houses indicate Leipzig's eventful and moving history. It was not by chance that the “Peaceful Revolution” began in Leipzig, spilling over to other East German cities and ultimately contributing to the fall of the Berlin Wall in 1989. The city always prided itself on the worldly flair gained from its position as trade fair city. By the 19th century, Leipzig was a hub for trade and commerce, and as a result grew enormously and rapidly in size, making it at times the fourth largest city in Germany.

It is thus not surprising that the United States decided to open one of its first consulates in this bustling city. In 1826, the first American consul arrived in Leipzig. In the early years, most of the consulate's work was trade-related, and dealt with the negotiation and administra- | *Cont.* | ▼

The Leipzig Book Fair (*Leipziger Buchmesse*) is the second largest book fair in Germany after the Frankfurt Book Fair. The fair takes place annually over four days at the Leipzig Trade Fairground in the northern part of Leipzig, Saxony. It is the first large trade meeting of the year and as such it plays an important role in the market and is often where new publications are first presented.



tion of commercial trade between Saxony and the United States. In the following years, 13 American consulates opened up in the region. Today, Leipzig is one of five consulates in Germany and the sole diplomatic presence in the former German Democratic Republic (GDR). The only other consulate in the city is that of Russia, leaving the U.S. Consulate General as the only Western diplomatic representation in the region to counterbalance Russian influence.

Its consular district is composed of the three German states: Saxony, Saxony-Anhalt and Thuringia. Almost 30 years after the fall of the Berlin Wall, this area, collectively known as “Mitteldeutschland,” is still distinctly different from the rest of Germany. A large portion of the population is still influenced by the anti-American propaganda to which they were exposed for more than 40 years, and by the lack of contact with Americans and U.S.-related institutions that existed without interruption in the rest of Germany. This remains the consulate’s biggest priority: to promote a positive image of the U.S. in the region. Two American officers and six locally employed staff work as a small but close-knit team to achieve this goal. In their work | *Cont.* | ▼





Pol/Econ Officer Jon Magsaysay poses with 10th graders from a Saxon high school during a MeetUS program. *Photo by ConGen Leipzig*

they can also rely on the support of Embassy Berlin wherever administrative or personnel assistance is needed.

In response to the prevalence of misinformation and fake news, the consulate specifically aims to explain America to young audiences in the consular district. In the context of the mission-wide “MeetUS” program, the consul general and political/economic officer regularly visit schools in the district and welcome high school classes to the consulate to help them understand America and Americans. They also frequently invite university groups and exchange students to the consulate to discuss recent political, cultural and social issues in the United States. Another strong instrument is Mission Germany’s Expert Speaker Network, which invites guest speakers from the United States to engage local audiences in a transatlantic discussion.

Consulate staff also represent the United States at important ceremonial events and meet regularly with local politicians, business people and media representatives to present the U.S. perspective and learn more about the region. “We focus very much on what can be best described as people-to-people-approach,” said Consul General Timothy Eydelnant. What the people living in the district will remember most, he believes, are unique people-to-people encounters in a more informal atmosphere where they get to know consulate staff and other U.S. citizens on a more personal level.

The 26 sister city partnerships in the consular district highlight the benefits of people-to-people exchanges, which Consulate General Leipzig supports wherever possible. This year, Leipzig and Houston, for example, celebrate the 25th anniversary of their partnership. In February 2018, Eydelnant and a delegation of officials from Leipzig traveled to the United States to celebrate this anniversary. The trip also included a stop in Boston to attend the festive sign- | *Cont.* | ▼



Youth outreach is key and starts with the very little ones like during this reading by CG Eydelnant for a group of kindergarteners from Leipzig International School on occasion of the 2017 national "Reading Day".

Photo by ConGen Leipzig



Members of the Leipzig Houston Sister City Association celebrate the inauguration of the official Houston bench on Leipzig's Augustusplatz in 2015.

Photo by ConGen Leipzig

ing of an agreement of cooperation between the Boston Symphony Orchestra and the Leipzig Gewandhausorchester during the first "Leipzig Week." An unprecedented partnership in the world of orchestral music, this partnership will explore the many historic connections between these two world-famous orchestras, inspire new cultural exchanges and create a wide spectrum of performance and educational programs.

Leipzig, in turn, will celebrate a "Boston Week" in June and a "Houston Week" in October to honor its new partner city as well as the bonds with its longtime sister city. Another example of the power of people-to-people connections was visible when citizens of Leipzig did not hesitate to donate thousands of Euros for the victims of Hurricane Harvey living in Houston. It is successes like these that confirm that the consulate's approach to public diplomacy fits the region's needs.

To augment public awareness for U.S.-related topics, the consulate has created the first "American Spaces" office in the region in cooperation with Leipzig University, the second oldest university in Germany. There are more than 800 American Spaces in the world supported by the Department of State; American Space Leipzig (ASL) is | Cont. | ▼



The American flag flies outside ConGen Leipzig.

Photo by ConGen Leipzig

the first to open in the former GDR. The initiative encourages learning, exchange and dialogue between the United States and Germany by creating programs that bring together diverse groups to discuss and learn about a wide variety of themes. With the addition of ASL to the network of American Spaces in Germany, a milestone in mutual understanding was achieved. Plans are currently being developed to further expand the scope and personnel of the American Space.

In addition to the many outreach activities to promote a better understanding of the U.S. in the area, Consulate General Leipzig cooperates closely with political and economic representatives to intensify the region's bonds with the United States. Similar to other parts of the former East Germany, the consular district still faces distinct challenges. Outside big cities such as Leipzig and Dresden, unemployment rates in the region remain persistently higher, and salaries lower, than in the West. Mitteldeutschland was a major manufacturing center until the middle of the 20th century, but lost numerous large employers through wartime destruction, postwar reparations or relocations, and GDR-era decay.

Some of the region's former large and competitive companies returned to the consular district after German reunification, creating new and extremely valuable jobs, and secure money flows into the region today. BMW, for example, produces up to 740 cars per day in Leipzig and operates its electric development center there. Dresden's microelectronic industry, which employs around 40,000 people in the region, is another good example. With increasing economic prosperity, all three states belonging to Leipzig's jurisdiction have intensified efforts to internationalize themselves by attracting students, tourists and investment from abroad. Consulate General Leipzig's political/economic section closely monitors and regularly reports on these positive developments to Berlin and Washington. To further enhance the region's development, the consulate cooperates with the American Chamber of Commerce and the U.S. Commercial Service to draw U.S. firms to the region. | *Cont.* | ▼



Another challenge is the persistent, though so far limited, success of extremist parties, such as Alternative for Germany. The roots of the phenomenon are complex, but can often be traced back to the profound and rapid changes German reunification brought about in the former East Germany. Consulate General Leipzig strongly supports several NGOs in the region that develop and implement effective measures against right-wing extremism. Recent initiatives have focused on civic education programs at the grassroots level, such as refugee and youth projects as well as teacher trainings. Kulturbüro Sachsen e.V. is one of Saxony's major NGOs countering stereotypes and promoting tolerance. Consulate General Leipzig is funding its newest project, "Diversity and Empowerment," with the goal of educating immigrants on democratic participation, thus making them more visible in German society.

Consulate General Leipzig will continue to be active in a region that is characterized by a historically induced skepticism toward the United States—especially among older generations—on the one hand, and a noticeable interest for the country among younger generations on the other. The consulate will continue to support the region in its internationalization efforts and promotion of people-to-people exchanges on multiple levels. Consulate staff also explore new avenues to expand the consulate's audiences. In January, for example, the consulate hosted a culinary reception for more than 100 guests from the tourism and food service industry of Mitteldeutschland. In cooperation with the U.S. Department of Agriculture and Brand USA, representatives from Alabama, Arkansas, Georgia, Louisiana, Mississippi, North Carolina, Tennessee and Texas showcased the many touristic possibilities of the South and gave insights into its culinary diversity.

It is Consulate General Leipzig's continuing effort to help shape the views of people of Mitteldeutschland and Germany in the future that makes our work so critical.

■ *Anika Kreller is a public affairs specialist at U.S. Consulate General Leipzig.*



A delegation of German officials joined U.S. Diplomacy Center representatives and a group of Department dignitaries, including Leipzig Consul General Timothy Eydelnant, at a Feb. 13 ceremony showcasing a piece of the Berlin Wall donated by Germany to the Diplomacy Center in Washington, D.C.
Photo by Luis A. Jimenez Jr.

At a Glance Germany



Capital:
Berlin

Government Type:
federal parliamentary republic

Area:
357,022 sq km

Population:
80,594,017 (July 2017 est.)

Major urban areas:
Berlin (capital) 3.563 million;
Hamburg 1.831 million; Munich
1.438 million; Cologne 1.037
million (2015)

Languages:
German (official)
Note: Danish, Frisian, Sorbian,
and Romani are official minority
languages; Low German, Danish,
North Frisian, Sater Frisian, Lower
Sorbian, Upper Sorbian, and Romani
are recognized as regional languages
under the European Charter for
Regional or Minority Languages

Ethnic groups:
German 91.5%, Turkish 2.4%,
other 6.1% (made up largely of
Polish, Italian, Romanian, Syrian,
and Greek)

Religions:
Roman Catholic 29%, Protestant
27%, Muslim 4.4%, Orthodox
Christian 1.9%, other 1.7%,
none or members of unrecorded
religious groups 36% (2015 est.)

Exports (commodities):
motor vehicles, machinery,
chemicals, computer and
electronic products, electrical
equipment, pharmaceuticals,
metals, transport equipment,
foodstuffs, textiles, rubber and
plastic products

Export partners:
US 8.9%, France 8.4%, UK 7.1%,
Netherlands 6.5%, China 6.4%,
Italy 5.1%, Austria 5%, Poland
4.5%, Switzerland 4.2% (2016)

Imports (commodities):
machinery, data processing
equipment, vehicles, chemicals,
oil and gas, metals, electric
equipment, pharmaceuticals,
foodstuffs, agricultural products

Import partners: Netherlands
13.3%, China 7.3%, France
7.3%, Belgium 6.1%, Italy 5.5%,
Poland 5.2%, Czech Republic
4.7%, US 4.6%, Switzerland
4.4%, Austria 4.4%, UK 4.1%
(2016)

Currency:
Euro

Internet country code: .de

* The CIA World Factbook



Map produced by the Office of the Geographer and Global Issues

Presidential Management Fellows

Program fosters a spirit of leadership in public service

Story and photos by Brittani DiPaolo



Ambassador Joseph Macmanus speaks to a group of presidential management fellows (PMFs), Feb. 15, about leadership, statecraft and lessons learned through a career in the Foreign Service.

Photo by Zach Abels

In February 2018, the Department of State welcomed nine new presidential management fellows (PMFs) into its ranks. They join an impressive roster of current and former PMFs at the Department and throughout the federal government. The program inculcates a lasting bond between fellows and the Department, and it fosters a spirit of leadership in public service.

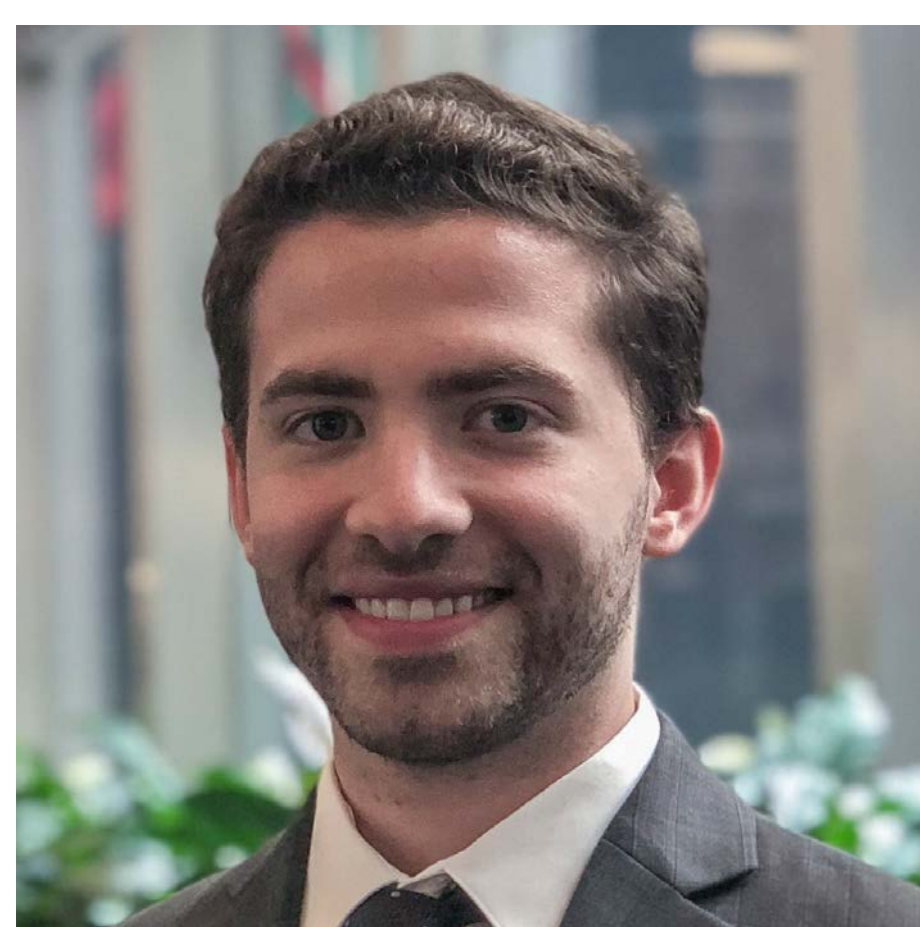
A 1977 Executive Order established the PMF Program to attract outstanding men and women from a variety of academic disciplines to federal service. These individuals have a clear interest in, and commitment to, the leadership and management of public policies and programs. Originally called the Presidential Management Intern Program (PMI), it was renamed PMF in 2003, and moved under the Pathways umbrella in 2012. By drawing graduate students from diverse social and cultural backgrounds, the PMF program is designed to attract and select elite candidates and develop a cadre of future government leaders ready to address the future challenges of public service.

The process to become a PMF is competitive by design. Applications are accepted annually from individuals who have completed their graduate degrees within the past two years of the application opening date, as well as from graduate students who will complete their degrees by the August following the application opening date. Applicants complete an online assessment that includes four parts: situational judgment test, life experience profile, critical thinking assessment and written essay. Finalists are selected based on several competencies, including adaptability, integrity, interpersonal skills, motivation to serve, communication and problem solving. For the PMF Class of 2018, the

| *Cont.* | ▼



Hillary Batjer Johnson, a 1999 PMI, currently serves as the Deputy Co-ordinator for Homeland Security, Screening and Designations in the Bureau of Counterterrorism.



Anthony Bucci III, a 2016 PMF, is on rotation in the Bureau of International Organization Affairs, where he covers sustainable development policy and United Nations reform. Prior to joining State.

Office of Personnel Management (OPM) received more than 6,040 applications for 425 finalist slots—a 7 percent acceptance rate.

Moving from finalist to fellow is even more challenging. The designation of “PMF Finalist” does not guarantee a position; rather, the finalist has eligibility for one year to be appointed into a PMF position. In 2018, the Department will accept 20 fellows, mostly in the foreign affairs officer, management and program analyst, and public affairs officer job series. Fellows are appointed to a two-year, full-time paid position with benefits. Upon satisfactory completion of all program requirements, and approval by the agency’s Executive Resources Board, fellows may be converted noncompetitively to a permanent competitive service position.

According to Deputy Assistant Secretary Constance Dierman, who oversees issues relating to family members, overseas employment and shared services for the Bureau of Human Resources (HR), “The PMF program is a real success story that highlights the Department’s ability to attract and develop top Civil Service talent, ensuring that our future leaders are equipped from the start with the best tools for a pre-eminent career.”

Once on board, PMFs must work with their supervisors, bureau coordinators and HR Shared Services to create an individual development plan that includes a minimum of 80 hours of training annually during the two-year fellowship. Fellows are also matched with two mentors—one former PMF occupying a role relevant to the PMF’s interests and development, and one through the Department’s Civil Service mentoring program. This year, OPM unveiled a new PMF Leadership Development Program (LDP), which brings together fellows from various agencies in Washington, D.C., for a three-day onboarding experience, followed by a year of leadership development through peer-led cohorts. These cohorts meet monthly with a group coach provided to explore leadership competencies identified by OPM. During the second year of the LDP, fellows participate in a second, three-day developmental session to learn the competencies required to lead effective organizational changes, including critical, creative and strategic thinking.

Importantly, Department PMFs are required to complete two developmental assignments, or rotations, during their two-year program—one lasting four to six months and another lasting two to three months. Many PMFs opt to go overseas for these assignments to better understand the relationship between domestic and overseas operations, while others choose internal or interagency rotations.

Maureen Ahmed, a 2016 PMF, completed her rotation at the U.S. Embassy in South Africa, where she served as the acting deputy coordinator of the President’s Emergency Plan for AIDS Relief (PEPFAR) program.

“At first it was nerve-racking, realizing that I was acting as the second point of contact of one of the largest PEPFAR portfolios,” said Ahmed. “But over the six months, I gained



David R. Anderson, a 2017 PMF, is currently the Central African Republic desk officer.



Christalyn Steers-McCrum, a 2016 PMF, joined the Office of the Global AIDS Coordinator as a data scientist. Christalyn serves as Co-Chair of the PMF Advisory Council at State.



Maureen Ahmed, a 2016 PMF, joined the Office of the Global AIDS Coordinator for Health Diplomacy as a Foreign Affairs Officer. She is pictured here after attending the launch of a PEPFAR-funded male's health clinic in Johannesburg, South Africa, where she gave remarks on behalf of the U.S. Embassy.

Photo by Maureen Ahmed



Allison Varricchio, a 2016 PMF, is currently on a 6-month PMF rotation at the Office of the Special Presidential Envoy for the Global Coalition to Defeat ISIS. Allison serves as Co-Chair of the PMF Advisory Council at State.

direct supervisory experience, participated and led senior-level interagency meetings, attended Country Team meetings with the chargé, and even represented the U.S. embassy at events like the opening of a PEPFAR-funded men's health clinic in Johannesburg.

"This rotation has been life-changing because I had the chance to witness the direct impact of our foreign assistance programs and how we impact lives around the world. I've gained confidence in my abilities as a young leader, and I hope to apply these learning experiences throughout my career at the State Department."

The Department's PMF Advisory Council (PMFAC), an employee affinity group with more than 350 members, facilitates communication among current PMFs and PMF/PMI alumni and informs HR and other Department leadership on issues of concern to the PMFAC membership. In addition, the PMFAC conducts diversity outreach; provides support to PMF finalists interested in the Department of State and USAID; encourages Civil Service advancement; and provides career development, networking and community service opportunities to members. Recently, the PMFAC hosted a brown bag luncheon with Ambassador Joseph Macmanus, who candidly discussed how to navigate the Department and how to develop professional skills to grow as a leader in the Civil Service. The PMFAC also strives to create linkages for fellows outside of the Department by introducing them to peers and leaders from other federal agencies in social and professional settings. The group has previously sponsored networking events with the Department of Defense, and even hosted an event at the Harry S. Truman Bowling Alley in the Eisenhower Executive Office Building.

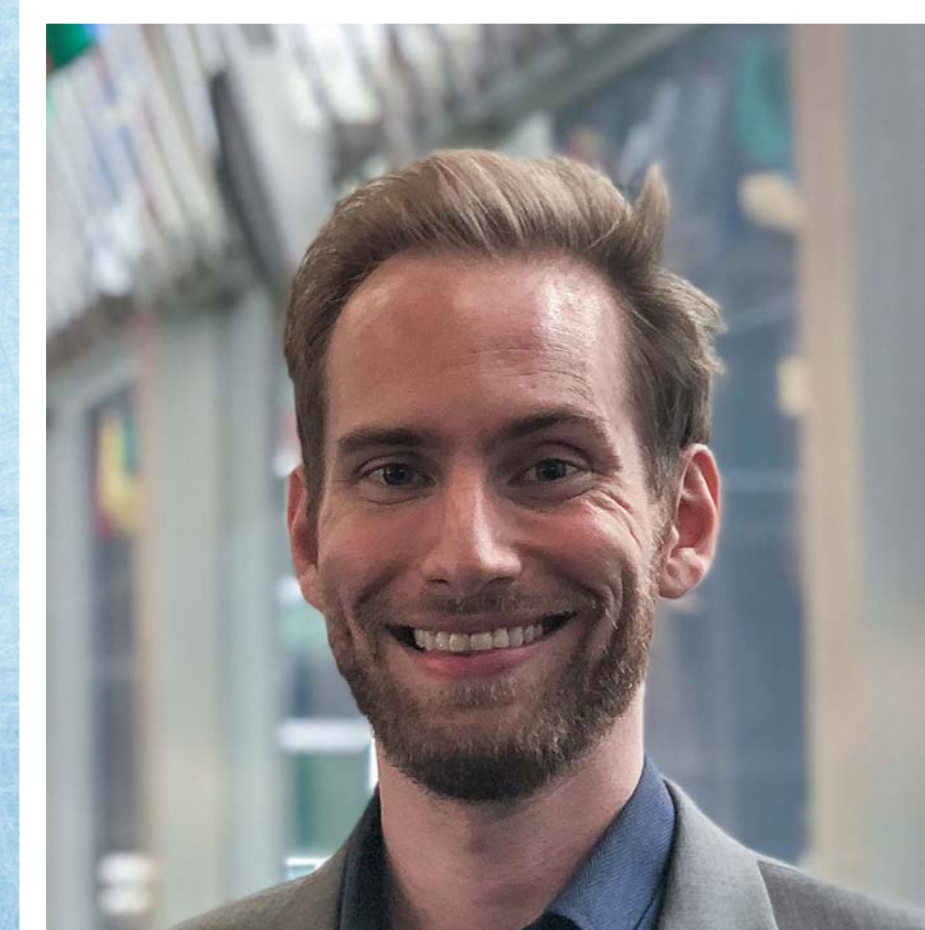
Several prominent Department employees started their federal careers as PMFs. Roberta Jacobson is the ambassador to Mexico; Hillary Batjer Johnson is the deputy coordinator for homeland security, screening and designations in the Bureau of Counterterrorism; and Michael Ruffner is the deputy coordinator for financial and programmatic sustainability in the Office of the U.S. Global AIDS Coordinator.

As part of the 40th anniversary of the program, OPM created an award to honor exceptional PMF and PMI alumni. On Feb. 22, that award went to U.S. Ambassador to Mexico Roberta Jacobson, a PMF from the class of 1986.

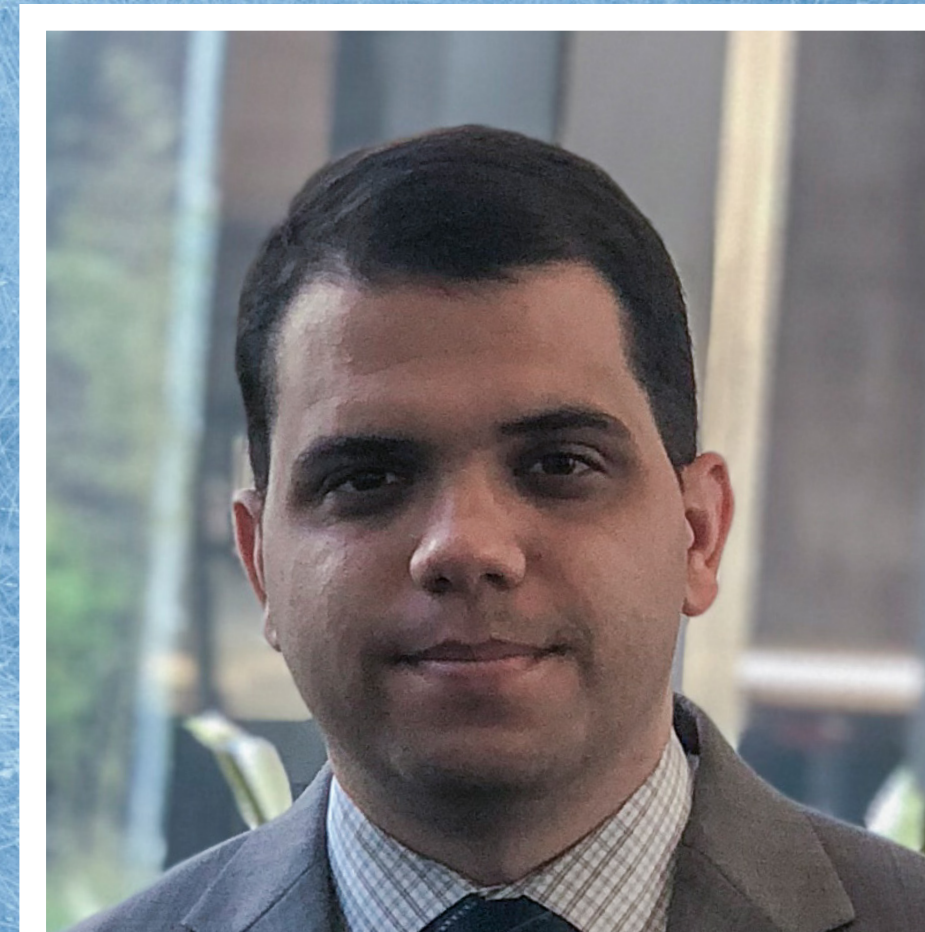
Jacobson reflected that her time as a PMI "proved enormously useful in helping me decide where I wanted to go in my career; finding generous mentors, both Foreign and Civil Service; and giving me some of the tools of diplomacy that continue to serve me well."

The Presidential Management Fellows Program continues to be one of the Department's premier hiring and leadership succession strategies for Civil Service employees.

■ *Brittani DiPaolo is a presidential management fellow in the Bureau of International Information Programs.*



Xander Vagg, a 2015 PMF, completed rotations at Embassy Tokyo and with the Bureau of Counterterrorism. Before joining the Department, Xander worked as a wargame designer for the Department of Defense.



Emanuel Saavedra, a 2017 PMF, joined the Office of Legal Affairs in the Consular Affairs Directorate of Overseas Citizens Services as a management analyst.



Centennial Partnership

Ambassador Jones stands with Polish and Ukrainian alumni from the first group of students selected for the Future Leaders Exchange Program (FLEX) in 2016-2017.

Photo by U.S. Embassy Warsaw

U.S. and Poland celebrate 100 years of diplomatic relations

By Gretchen Franke

The U.S. Embassy in Warsaw and U.S. Consulate General in Krakow recently launched celebrations commemorating Poland's centennial of regained independence and the United States' key role in helping Poland achieve it. One hundred years ago the United States committed itself to the rebirth of an independent, sovereign and prosperous Poland when President Wilson, during his Jan. 8, 1918, "Fourteen Points" address to Congress, called for the restoration of Poland's sovereignty at the end of World War I. After being removed from the map of Europe for 123 years, Poland celebrated its independence once again on Nov. 11, 1918. The United States then became the first country to recognize Poland in January 1919. Mission Poland is enthusiastically embracing this once-in-a-century opportunity to revitalize bilateral and people-to-people ties.

Poles have a deep appreciation of their history—and for foreign acknowledgement of it. Most young Poles do not share previous generations' intense emotional connection to America for its role during World War I, its support during Poland's struggles against communism, its assistance to Poland's democratic transformation in the 1990s and support for Poland's NATO membership. Poland's accession to the EU in 2004 further diluted these historical associations by making it easier for young Poles to identify with



Ambassador Jones presents a plaque about Woodrow Wilson to City of Warsaw Deputy Mayor Renata Kaznowska and the conductor of the Szymanowski Young Power Big Band, Piotr Kostrzewa. *Photo by U.S. Embassy Warsaw*

| Cont. | ▼



Ambassador Jones and U.S. Embassy Warsaw Marine Security Guard Detachment members pose for a photo inside Mission Poland's event selfie frame.

Photo by U.S. Embassy Warsaw

western Europe, study abroad and look for jobs throughout the EU. Mission Poland is leveraging the centennial celebrations to develop deeper connections between Polish youth and America.

On Dec. 6, 2017, the mission kicked off our centennial celebrations under the theme “Sto Lat Razem!” (“100 Years Together!”). Mission officers fanned out across Poland to speak to local youth audiences in all 16 provinces, using the American Spaces network for most of the venues. Each location connected virtually to the American Center Warsaw’s event, which featured Ambassador Paul Jones, Poland’s Deputy Minister of Culture Magdalena Gawin and Warsaw University of Technology Rector Jan Szmidt. Combined, the 20 events engaged more than 2,000 young Poles and were broadly covered in traditional media outlets and on social media platforms. In his remarks, Jones highlighted the mission’s “100 Years Together!” campaign as “a time of reflection and renewal of our extraordinary intertwined history that has tied our peoples together in friendship, as well as a time to think forward about how we can collaborate more closely on today’s and future challenges.”

Building from the momentum of our kickoff event, on Jan. 8, 2018, the mission honored the exact 100th anniversary of the “Fourteen Points” address, which is still famous in Poland. Jones hosted a gala concert and reception near Warsaw’s Wilson Square, and 300 of Poland’s top political, cultural and social figures attended the live-streamed event. Jones presented a plaque of President Wilson to City of Warsaw officials, and his remarks stressed, “Today, our countries and our peoples are fulfilling the vision of Wilson and [Ignacy] Paderewski. We celebrate the extraordinary friendship and respect that has always united our two peoples. We celebrate the ideals of freedom and democracy that have always united Polish and American hearts.” The musical events included a piano concert by Fulbright Professor Pamela Howland of early 20th century American and Polish songs, and Big Band American music by talented young performers from one of Warsaw’s renowned music schools. Images of Wilson and Ignacy Paderewski—Wilson’s friend, a famed Polish pianist and composer, and the second prime minister of the Second Polish Republic—were projected on the interior windows of the historic fort venue throughout the program.

In Krakow, Consul General Walter Braunohler showcased an exhibit and video about the 1926 Polish Declarations of Admiration | *Cont.* | ▼



The Szymanowski Young Power Big Band from the Karol Szymanowski Music School (above) were the featured musical guests at the Jan. 8 celebration of Woodrow Wilson's "Fourteen Points" address at the historic Fort Sokolnickiego. Fulbright Professor Pamela Howland (below) also performed at the event. *Photo by U.S. Embassy Warsaw*



and Friendship for the United States of America, a 111-volume collection of letters signed by 5.5 million Poles expressing gratitude for U.S. support after World War I and presented on the occasion of U.S. sesquicentennial celebrations. The event also featured a special display of historic objects, including Paderewski's photo and autograph. Famous Polish actor Jerzy Trela recited Wilson's 13th point calling for an independent Poland, and a Polish soprano and pianist duo entertained guests with popular American and Polish music from the 1920s and 1930s. Traditional and social media outlets covered both events extensively.

Then-Secretary of State Rex Tillerson visited Warsaw just a few weeks later, on January 26–27. He met with President Andrzej Duda, Prime Minister Mateusz Morawiecki and other prominent Polish leaders. During a press conference with Foreign Minister Jacek Czaputowicz, Tillerson remarked, "The United States is very proud of the important role we played in Poland's rebirth as a free, independent country a century ago, and we celebrate with Poland its 100th anniversary. The United States was the first country to recognize the Republic of Poland.... As we've done in the past, the United States is proud to stand with the people of Poland today, and we will be doing so in the future."

This year represents an unprecedented opportunity for Mission Poland to refresh and deepen the U.S. relationship with Polish youth and regional audiences. The 100-year anniversary is the overarching theme infusing all mission programs; public diplomacy outreach will include a piano concert of Paderewski's works, an exhibit of the American diplomatic presence since 1919, and an ambitious speaker program "100 Years, 100 Cities" in which staff will address youth audiences in 100 different Polish towns and cities throughout the year. The April 2018 Warsaw Business Summit will seek to deepen our bilateral trade relationship, and our ongoing military cooperation presents additional opportunities to underscore the United States' enduring commitment to a shared future with Poland. Within this exceptionally fortuitous framework, Mission Poland is laying a strong foundation for the United States and Poland's next "100 Years Together!"

■ *Gretchen Franke is an assistant information officer at U.S. Embassy Warsaw.*

Joel Danies - U.S. Ambassador to Gabon and Sao Tome and Principe

Joel Danies (SFS) of Maryland is the new U.S. Ambassador to the Gabonese Republic and, concurrently, the new U.S. Ambassador to the Democratic Republic of Sao Tome and Principe. He most recently served as associate dean of the School of Professional and Area Studies at the Foreign Service Institute and, before that, as deputy Haiti special coordinator. He has served in various management positions in the Department and overseas in Kabul, Geneva, Belmopan, Paris and Sana'a. Danies earned a bachelor's degree from the University of Maryland and a master's degree from the National War College. He speaks French, Haitian-Creole and Arabic.

Kevin Edward - Assistant Secretary of State for International Organization Affairs

Kevin Edward Moley of Arizona is the new Assistant Secretary of State for International Organization Affairs. He previously served as U.S. Representative to the Office of the United Nations and Other International Organizations in Geneva with the rank of Ambassador (2001–2006). His prior government service included appointments as Deputy Secretary of the Department of Health and Human Services; Assistant Secretary for Management and Budget, Department of Health and Human Services; and senior positions in the Health Care Financing Administration. Moley has also served as Chairman of the Board of Project Concern International, a San Diego-based NGO and as Vice Chairman of the President's Council on Management Improvement. Prior to returning to government service, he was a businessman and private investor in Scottsdale, Ariz., and Williamsburg, Va. From 1965–1971, he served honorably in the Marine Corps as a Sgt. (E-5), receiving a Purple Heart and a Navy Commendation Medal w/Combat V (Valor).

Edward Charles Prado - U.S. Ambassador to Argentina

Edward Charles Prado of Texas is the new U.S. Ambassador to the Argentine Republic. He is a distinguished federal jurist, having served as a U.S. judge for almost 35 years. Prado most recently served as an appellate judge on the U.S. Court of Appeals for the Fifth Circuit. During his time on the court, Judge Prado was appointed by the Chief Justice of the U.S. Supreme Court to serve as chair of the Criminal Justice Active Review Committee, the board of the Federal Judicial Center, and the Defender Services Committee and Judicial Branch Committee of the Judicial Conference of the United States. Prior to his appointment to the Fifth Circuit, Prado served as a district judge for the Western District of Texas for 19 years. As a judge, Prado participated in numerous international judicial exchanges, academic conferences, programs and lectures on various legal topics of importance to the strengthening of legal norms and systems across Latin America. Prado visited and participated in programs in Argentina focusing on legal practice and shared challenges faced by both the United States and Argentina. Prado served in the United States Army Reserves from 1972 to 1987, retiring as a captain. He received his bachelor's degree and juris doctor degree from the University of Texas at Austin and speaks fluent Spanish.

A dark grey desk with various items: a spiral-bound notebook with lined pages in the top left, a black pencil resting on it, a pair of black-rimmed glasses in the center left, and a silver pen in the bottom left.

Marie Royce - Assistant Secretary of State for Educational and Cultural Affairs

Marie Royce of California is the new Assistant Secretary of State for Educational and Cultural Affairs. A businesswoman and former professor, Royce has been the CEO and principal of Marie Royce, LLC in Fullerton, Calif. since 2016. She has more than 30 years of experience in the private sector with Fortune 500 companies and as a small business owner, creating and launching startups and new initiatives and serving as a key business liaison to 80 countries. As a former university professor, Royce led an international grant program between two universities. She has engaged many federal government agencies and served on 20 nonprofit boards. She also served as a private sector appointee on the Advisory Committee on International Communications and Information Policy (ACICIP) at the Department of State, in addition to serving on two U.S. Cultural Exchange Boards. She traveled as an American Council of Young Political Leaders (ACYPL) delegate to Hungary and Poland. The American Women for International Understanding (AWIU) recognized her with their internationalism award. Royce earned a double bachelor's degree from California State Polytechnic University, Pomona, and a master's degree in international business from Georgetown University.

Carla Sands - U.S. Ambassador to Denmark

Carla Sands of California is the new U.S. Ambassador to the Kingdom of Denmark. Prior to her appointment, she had a diverse career in the entrepreneurial, investment and philanthropic sectors, with a focus on community service and education. As chairman of Vintage Capital Group, LLC, she also served on President Trump's Transition Finance Committee and Economic Advisory Council in 2016, and was the California Delegate for the 33rd Congressional District to the 2016 Republican National Convention. A strong supporter of arts and education, Sands has served on the boards of Pepperdine University, the Los Angeles Museum of Contemporary Art, the California Cultural and Historical Endowment, the Library Foundation of Los Angeles and the Los Angeles Philharmonic. She was also the president and chairman of The Blue Ribbon, an organization that supports the Los Angeles Music Center and produces The Blue Ribbon Children's Festival each spring. Sands holds a doctor of chiropractic degree from Life Chiropractic College.

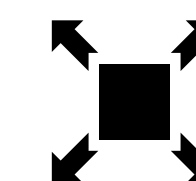
Peter Hendrick Vrooman - U.S. Ambassador to Rwanda

Peter Hendrick Vrooman (SFS) of New York is the new U.S. Ambassador to the Republic of Rwanda. He most recently served at the U.S. Embassy in Addis Ababa as chargé d'affaires and deputy chief of mission. He has served on the National Security Council staff and in New Delhi, Baghdad, Tel Aviv, the U.S. Mission to the United Nations, Beirut, Mogadishu and Djibouti. He once worked as an intern/special assistant to the president of the American University in Cairo. Vrooman earned a bachelor's degree from Harvard College and a master's degree from the National Defense University. He speaks French and Arabic.

U.S. TechWomen Travel to Egypt



A delegation of U.S. TechWomen Mentors from Silicon Valley, exchange alumni and staff traveled to Egypt Feb. 25 to March 2 for outreach with women and girls interested in STEM careers and to support alumni projects. The visit included a mentorship session at Embassy Cairo, a workshop on women in technology and entrepreneurship and pitch practices in collaboration with Microsoft. The trip also included a Girls in STEM Career Fair, innovation sessions at Egypt's Technology Innovation and Entrepreneurship Center, workshops at a STEM school for girls and at American University in Cairo, and engagement with an alumnae-started initiative for Egyptian teenagers. Mentors represented a variety of companies and organizations including Twitter, Symantec, Mozilla and NASA. ■ *Photo by Mohamed Ezz Aldin*

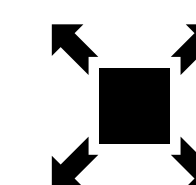


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Nepal Promotes Women's Participation in Elections



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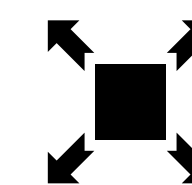
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U.S. support for Nepal's local, provincial and legislative elections late last year included technical assistance to the Electoral Commission, voter registration events, mock polls to familiarize voters on marking complex ballots for the first local election in almost 20 years, and efforts to promote women's participation as candidates and voters. Mission election observers focused on the monitoring of free and fair voting, including the issues of inclusion, accessibility and participation. ■

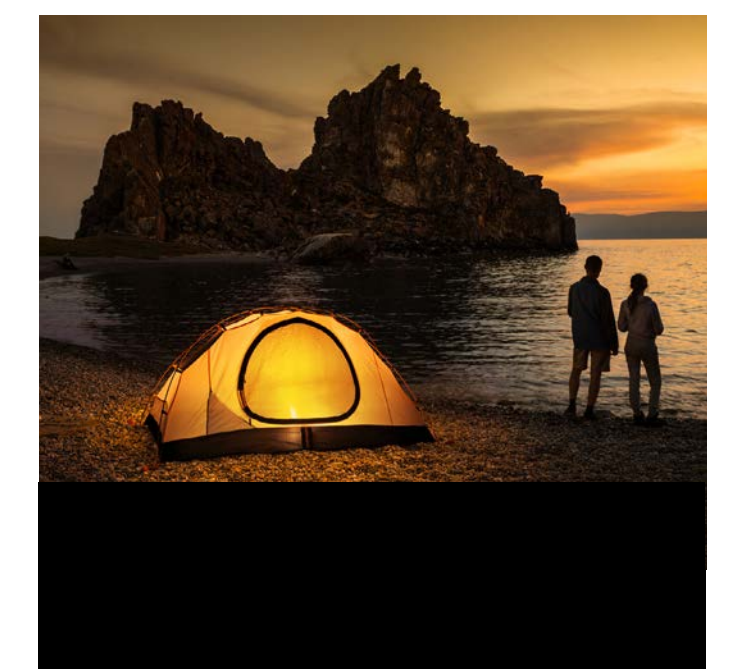
State Department photo

Pacific Partnership 2018 Kickoff



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In March, the U.S. Embassy in Kolonia supported the Pacific Partnership 2018, the world's largest annual multinational humanitarian assistance and disaster relief preparedness mission, with a kickoff aboard the USNS Brunswick in Yap, Micronesia. USNS Mercy hospital also delivered medical supplies to Falalop, Ulithi for medical outreach including optometry, dentistry and health screening. In 1945, the USS Mercy traveled to Ulithi Lagoon at the end of World War II, and this trip marked the 73rd anniversary of that visit, highlighting the special friendship between the U.S. and the Federated States of Micronesia. ■ *Photo by Abigail Kim*

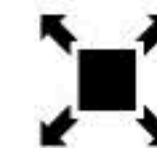
Boat Pier Constructed in Dili



IN BRIEF VIDEO



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In an example of State-Defense cooperation among multiple agencies, the U.S. Navy's Underwater Construction Team Two built a new small boat pier for the National Police of Timor-Leste's Maritime Police Unit in Dili on March 28. The ribbon-cutting ceremony featured remarks by U.S. Ambassador to Timor-Leste Kathleen M. Fitzpatrick and Timorese Minister of Defense and Security José Agostinho Somotxo. The project, funded by the Bureau of International Narcotics and Law Enforcement Affairs, supports ongoing security and defense cooperation between the United States and Timor-Leste, the newest country and democracy in Asia. Embassy Dili posted this time-lapse video of the pier's construction on its widely accessed social media platforms to amplify public messaging. ■

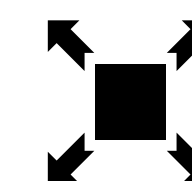
Retirements

Civil Service:

Archie, Frances M.
 Burns, Patty M.
 Cassley, Sharon
 Cotten, Dorothea B.
 Duncan, Evan M.
 Fenwick, Gale M.
 Gidez, Frances Z.
 Green, Kathy L.
 Hermesman, Geoffrey F.
 Hunt, Janet L.
 Jones, Richard M.
 Knight, Sherry Boyer
 Lapierre, Johanna S.
 Manning, Paul W.
 McClellan, Gerald
 Parker, Terri C.
 Place, James Hall
 Polt, Hallie L.
 Stewart, Julia A.

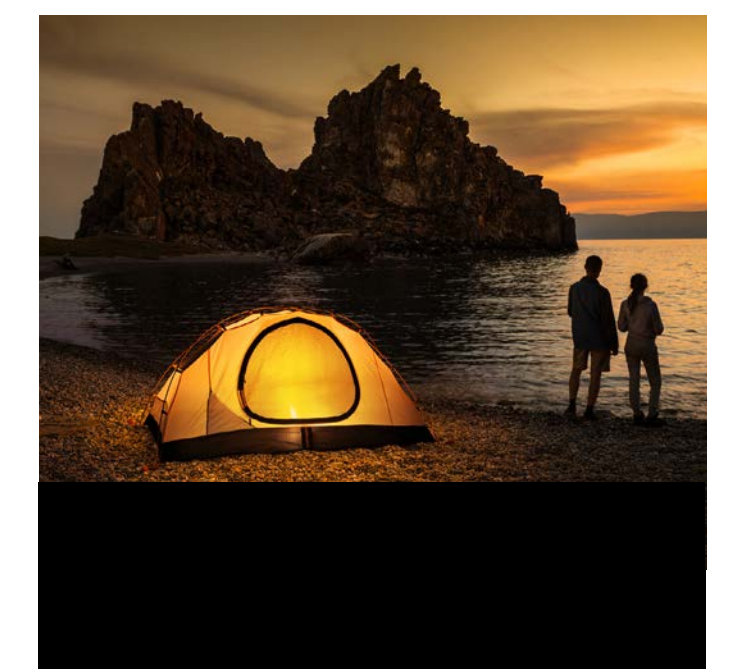
Foreign Service:

Berg, Paul Sidney
 Branks, Scott E.
 Desjardins, Huma H.
 Feeley, John D.
 Harding, Tracy Hiser
 Heinrich, Gary N.
 Kinnett, Toby J.
 Mass, Clifford B.
 McInturff, Richard L.
 Mitchell, M.D.
 Russel, Daniel Richard
 Stanley, Clifton C.
 Thomas Jr., Harry Keels
 Whiddon, David J.



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In Memoriam

Norman Mansfield Bouton



Norman Mansfield Bouton died on April 7. He graduated from Brown University in 1955. He served his country as a U.S. naval lieutenant from 1955–1960, and as a U.S. Foreign Service officer, posted in Rio de Janeiro, Naples, Nicosia, Athens and Mexico City, and as chargé d'affaires in Antigua. He loved sailing, traveling, medieval history and rhubarb. He is survived by his wife of 63 years, Jane; three children, Katherine, Claudia and Lawrence; and five grandsons. A celebration of his life will take place in July.



In Memoriam

D'Ellis Green Jr.

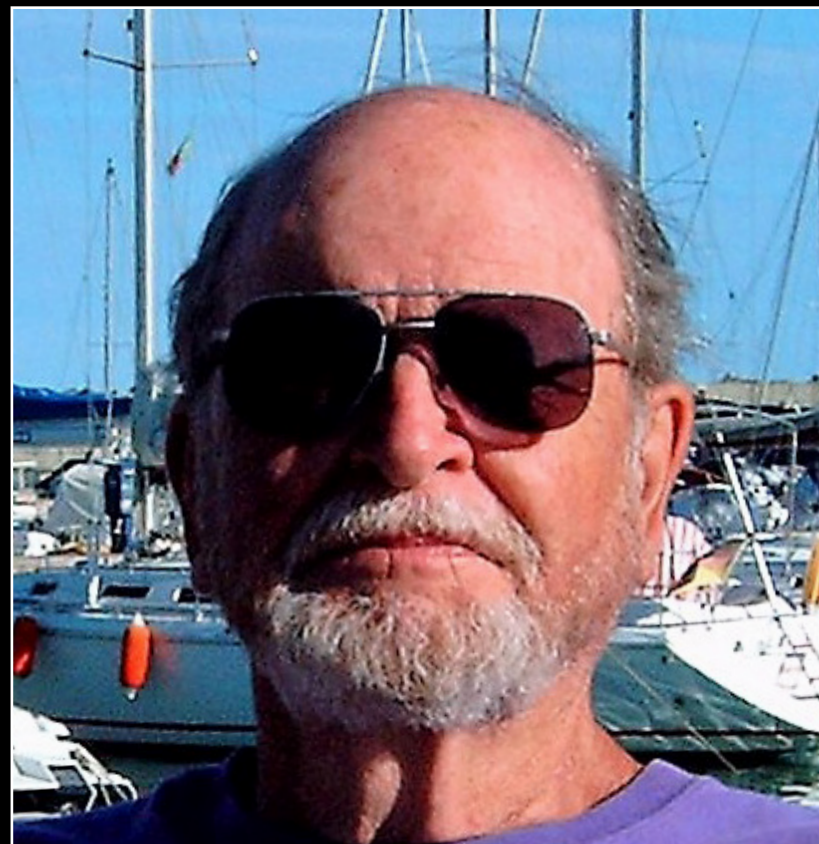


D'Ellis Green Jr. died April 9. Green served his country for 30 years in the U.S. Air Force and retired as a chief master sergeant. He served in the U.S. Foreign Service for 16 years with assignments in Madrid, Spain; Abu Dhabi, UAE; Canberra, Australia; Brussels, Belgium and Washington, D.C. He is survived by his wife, Tamar Green, and two daughters, Brenda Ralph and Cheri Green.



In Memoriam

William H. Lindsey Jr.



William H. Lindsey Jr., 90, died March 4. He attended and played football for Louisiana State University before serving in the Army in Korea and Germany. After leaving the service, he moved to Mexico to study at Mexico City College, where he earned a graduate degree in Latin American history. In 1963, Lindsey joined the United States Information Agency and served in Chile, the Dominican Republic, Uruguay, Mexico, Colombia, Sri Lanka, New Zealand and Sierra Leone. He retired in 1993, but returned to government service in 1997 when he joined FEMA as a reserve officer. Over the next 18 years, he was involved in disaster relief efforts from California to Puerto Rico. In 2015 he retired for the last time and moved with his wife, Susan, to the shores of the Chesapeake Bay.



In Memoriam

Perry (Pete) Peterson



Perry (Pete) Peterson, 94, died March 6. He entered the U.S. Army Air Corps in 1942 and became a B-26 bombardier/navigator. During World War II he earned the Silver Star, the Air Medal, the Bronze Star with multiple oak leaf clusters and two Purple Heart medals before being shot down over France in 1944 and taken prisoner by the Germans. After the war, he earned a bachelor's degree from the University of Omaha and a master's degree from Johns Hopkins School of Advanced International Studies. Peterson joined the U.S. Foreign Service in 1950 and served in Germany, Ghana, Liberia, South Africa and India. In 1980, Peterson retired to his ranch in Oregon where he dabbled in local politics and pursued his love of family and golf. He is survived by Ann, his wife of 72 years.



In Memoriam

William “Bill” Perry Stedman Jr.



William “Bill” Perry Stedman Jr., 95, died March 25. He earned a bachelor’s degree from the University of Maryland and a master’s degree from Johns Hopkins School of Advanced International Studies. Stedman served in the Navy during World War II. As a Foreign Service officer, he had economic, consular and political assignments in Argentina, Costa Rica, Germany, Guatemala, Mexico and Peru. He served as ambassador to Bolivia and as deputy assistant secretary of state for Inter-American Affairs. After retiring, Stedman was a senior policy advisor for the Partners of the Americas and served on the boards of DACOR (Diplomatic and Consular Officers, Retired), the Senior Seminar Alumni Association and the Bolivian Power Company. He ran the speakers program for the Ford Latin America Group for many years. Stedman was married for more than 50 years to Janet “Jay” A. Stedman, who passed away in 1994. He was a longtime Baltimore Orioles and Washington Redskins fan who read three newspapers daily, enjoyed reading mystery novels and listening to piano and guitar music, and regularly did The New York Times and Washington Post crossword puzzles.



End State

Colorful decorative doors cover a table at a street market in the Usaquén neighborhood of Bogotá, Colombia.

Photo by Isaac D. Pacheco

